

Air Education and Training Command

Sustaining the Combat Capability of America's Air Force



Occupational Survey Report AFSC 2T1X1 VEHICLE OPERATIONS

U.S. AIR FORCE

Adriana G. Rodriguez
12 May 2004

Integrity - Service - Excellence

Report Documentation Page				Form Approved OMB No. 0704-0188	
Public reporting burden for the collection of information is estimated to average 1 hour per response, including the time for reviewing instructions, searching existing data sources, gathering and maintaining the data needed, and completing and reviewing the collection of information. Send comments regarding this burden estimate or any other aspect of this collection of information, including suggestions for reducing this burden, to Washington Headquarters Services, Directorate for Information Operations and Reports, 1215 Jefferson Davis Highway, Suite 1204, Arlington VA 22202-4302. Respondents should be aware that notwithstanding any other provision of law, no person shall be subject to a penalty for failing to comply with a collection of information if it does not display a currently valid OMB control number.					
1. REPORT DATE 12 MAY 2004		2. REPORT TYPE N/A		3. DATES COVERED -	
4. TITLE AND SUBTITLE Occupational Survey Report AFSC 2T1X1 Vehicle Operations				5a. CONTRACT NUMBER	
				5b. GRANT NUMBER	
				5c. PROGRAM ELEMENT NUMBER	
6. AUTHOR(S)				5d. PROJECT NUMBER	
				5e. TASK NUMBER	
				5f. WORK UNIT NUMBER	
7. PERFORMING ORGANIZATION NAME(S) AND ADDRESS(ES) Air Force Occupational Measurement Squadron Randolph AFB, TX				8. PERFORMING ORGANIZATION REPORT NUMBER	
9. SPONSORING/MONITORING AGENCY NAME(S) AND ADDRESS(ES)				10. SPONSOR/MONITOR'S ACRONYM(S)	
				11. SPONSOR/MONITOR'S REPORT NUMBER(S)	
12. DISTRIBUTION/AVAILABILITY STATEMENT Approved for public release, distribution unlimited					
13. SUPPLEMENTARY NOTES See also ADM001681, Occupational Analysis Products: Vehicle Operations - AFSC., The original document contains color images.					
14. ABSTRACT					
15. SUBJECT TERMS					
16. SECURITY CLASSIFICATION OF:			17. LIMITATION OF ABSTRACT UU	18. NUMBER OF PAGES 38	19a. NAME OF RESPONSIBLE PERSON
a. REPORT unclassified	b. ABSTRACT unclassified	c. THIS PAGE unclassified			

Air Force Occupational Measurement SQ



AFOMS/OA

1550 Fifth Street East

Randolph AFB, TX 78150

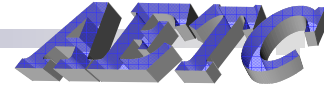
DSN 487-6811

<https://www-r.omsq.af.mil/OA/oaproducts.htm>

Integrity - Service - Excellence



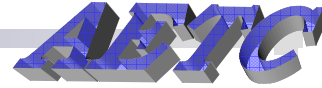
Overview



- Survey background
- Survey results
- Implications



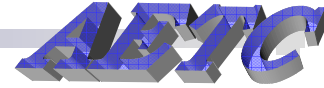
Executive Summary



- Homogeneous job structure with two clusters and five independent jobs identified
- Typical career ladder progression
- Career ladder documents supported by survey data
- Job satisfaction indicators are generally positive



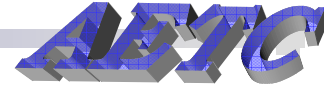
Work Performed



- Perform and manage vehicle operations activities
- Perform dispatch duties
- Provide customer service and issue driver's licenses
- Perform pickup and delivery activities



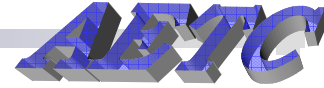
Current Training Program



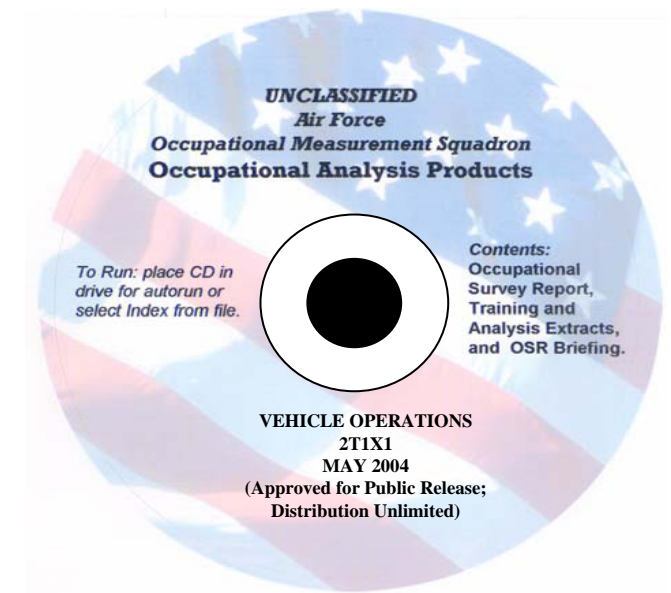
- AFSC-awarding course
 - 366 TRS, Fort Leonard Wood MO
 - J3ABP2T131-000, *Vehicle Operator Apprentice Course*, 6 weeks
 - 9 semester hours for CCAF
 - Programmed TPR
FY04: 500 students
FY05: 530 students
 - Programmed Elimination Rate
FY04: 1%
FY05: 1%



Survey Background

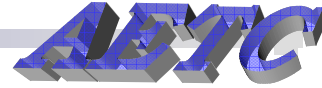


- Last Occupational Survey Report (OSR): June 1999
- Current survey developed: May - June 2003
 - Fort Leonard Wood MO
 - Vandenberg AFB CA
 - Charleston AFB SC
 - Shaw AFB SC
 - Eglin AFB FL
 - Hurlburt Fld FL
 - Randolph AFB TX





Survey Background (Cont.)

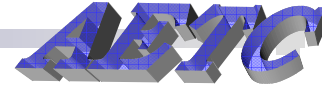


- Survey initiated to obtain data to:
 - Evaluate current classification and training documents
 - Support promotion test development
- Current survey data collected: July-December 2003
- Components surveyed:
 - Active Duty: 3-, 5-, 7-, and 9-Skill Levels
 - Guard: 3-, 5-, and 7-Skill Levels
 - Reserve: 3-, 5-, 7-, and 9-Skill Levels





Survey Sample Characteristics



	<u>AD</u>	<u>ANG</u>	<u>AFRC</u>	<u>Total</u>
Assigned*	2,448	937	420	3,805
Mailed Out	2,187	883	393	3,463
Sample	1,354	249	97	1,700
Usable Returns	62%	28%	25%	49%

Average time in career field for AD: 7 years 3 months

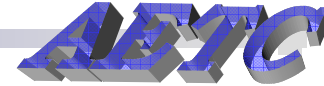
Average TAFMS for AD: 7 years 7 months

Percent of AD in first enlistment: 37%

* Assigned as of July 2003



Paygrade Distribution



	Assigned*	Sample
E-1 - E-3	20%	22%
E-4	20%	19%
E-5	32%	33%
E-6	19%	19%
E-7	8%	7%
E-8	1%	1%
E-9	**	**

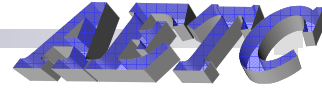
*Assigned as of July 2003

**Indicates less than 1%

***Note: Columns may not add up to 100% due to rounding



Command Representation



Command	Assigned %**	Sample %
ANG	25	15
ACC	19	25
AMC	11	14
AFRC	11	6
PACAF	10	11
AETC	10	9
USAFE	6	9
AFMC	5	5
AFSPC	3	3
AFSOC	1	2
11 th Wing	1	2

*Assigned as of July 2003

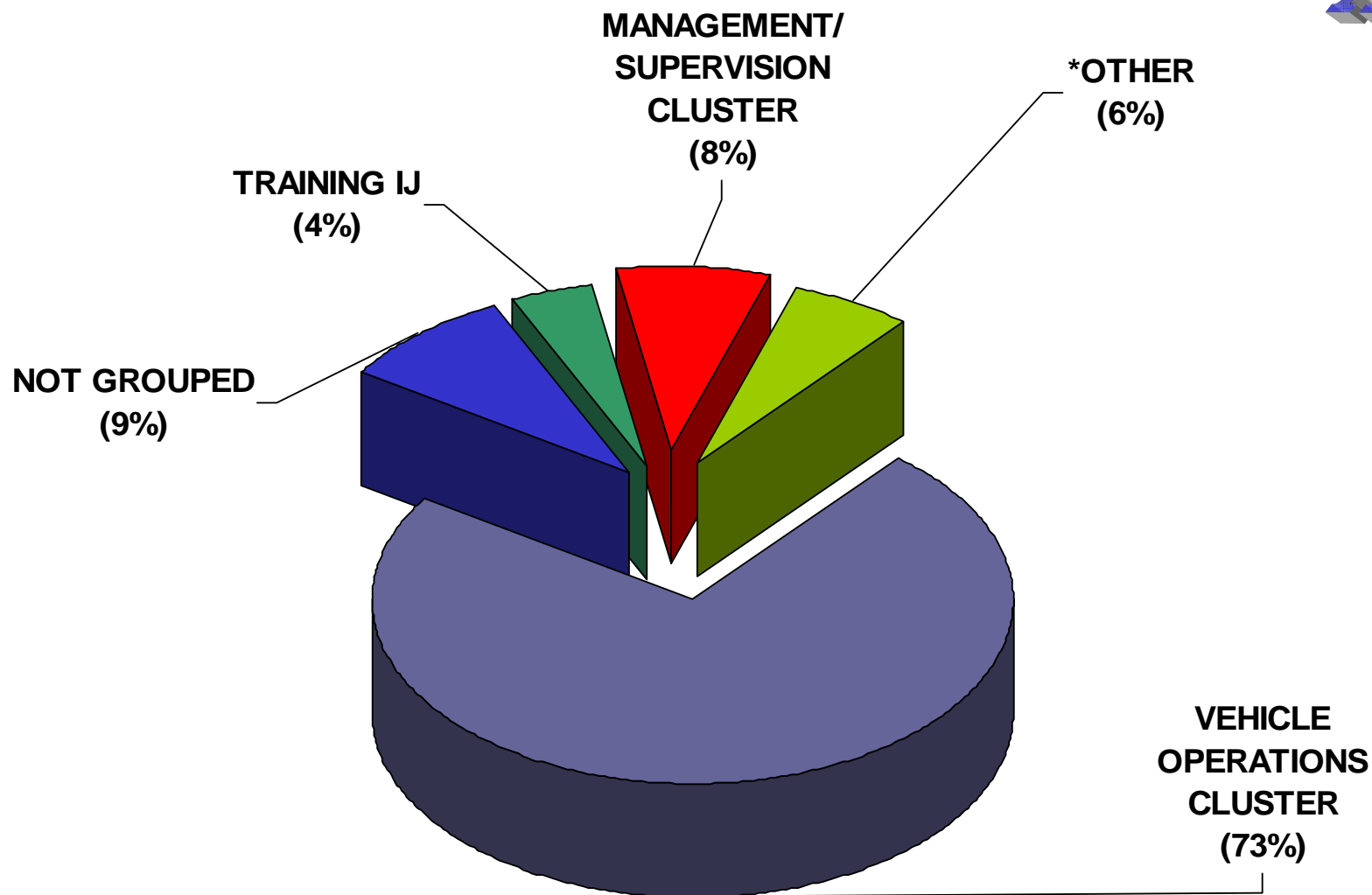
**Note: Columns may not add up to 100% due to rounding



Specialty Clusters and Jobs (N=1,700)



AETC



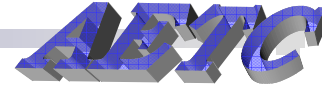
* Other includes:

- REGISTERED EQUIPMENT MANAGEMENT (REM) IJ (2%)
- FLEET MANAGEMENT IJ (1%)
- LICENSING AND RECORDS IJ (1%)
- SUPPLY AND EQUIPMENT SUPPORT IJ (2%)



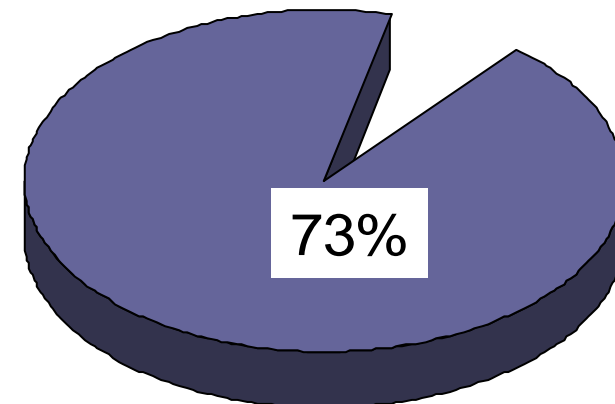
VEHICLE OPERATIONS CLUSTER

(N=1,240)



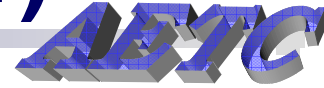
- Clean vehicle exteriors or interiors
- Transport passengers, other than DVs
- Dispatch vehicles for transportation
- Maintain administrative files or records
- Provide DV support
- Receive transportation requests
- Verify vehicle forms, such as accident, inspection, and waiver
- Inspect vehicles released from maintenance facilities
- Counsel subordinates concerning personal matters

Entry-Level Vehicle Operations Job
Vehicle Operations Job
NCOIC, Dispatch Support Job
Vehicle Control Job
Pickup and Delivery Job
Dispatch Operations Job





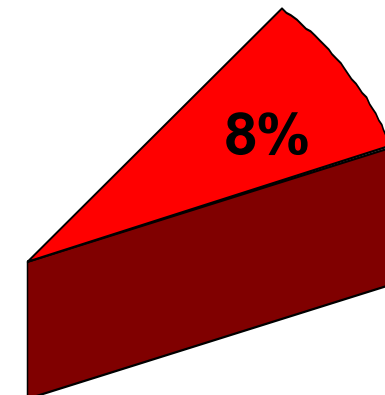
MANAGEMENT AND SUPERVISION CLUSTER (N=141)



- Counsel subordinates concerning personal matters
- Write recommendations for awards or decorations
- Conduct supervisory performance feedback sessions
- Conduct general meetings, such as staff meetings, briefings, conferences, or workshops
- Inspect personnel for compliance with military standards
- Assign personnel to work areas or duty positions
- Determine or establish work assignments or priorities
- Evaluate personnel for compliance with performance standards

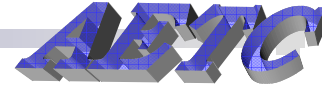
Management and Supervision Job

NCOIC, Vehicle Operations Job

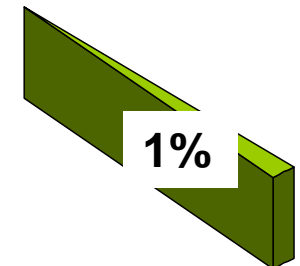
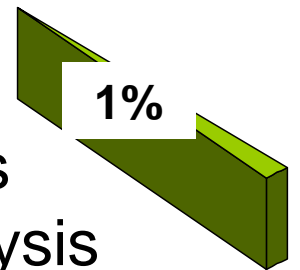




Independent Jobs

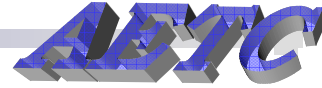


- LICENSING AND RECORDS IJ (N=18)
 - Issue or update AF Forms 2293 (U.S. Air Force Motor Vehicle Operator Identification Card)
 - Process AF Forms 171 (Request for Driver's Training and Addition to U.S. Government Drivers License)
 - Maintain AF Forms 2296 (Vehicle Operator Information)
- FLEET MANAGEMENT IJ (N=11)
 - Conduct vehicle control function staff assistance visits
 - Conduct vehicle control function staff assistance analysis
 - Develop and maintain base VCO lists





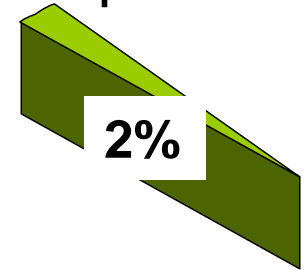
Independent Jobs (Cont.)



- REGISTERED EQUIPMENT MANAGEMENT (REM) IJ

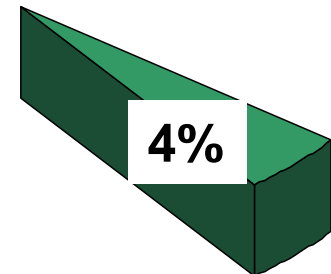
(N=41)

- Maintain vehicle authorization listings (VALs)
- Maintain or update custody authorization/custody receipt listings
- Maintain vehicle fleet records



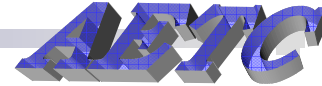
- TRAINING IJ (N=71)

- Conduct on-the-job training
- Counsel trainees on training progress
- Maintain training records or files

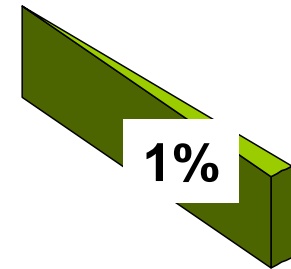




Independent Jobs (Cont.)

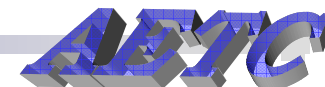


- SUPPLY AND EQUIPMENT SUPPORT IJ (N=36)
 - Identify and report equipment or supply problems
 - Evaluate serviceability of equipment, tools, parts, or supplies
 - Coordinate maintenance of facilities with dispatch support





Percent Across Specialty Clusters and Jobs by DAFSC



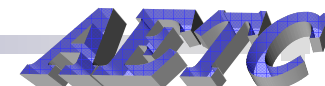
SPECIALTY JOBS	DAFSC 2T131 (N=509)	DAFSC 2T151 (N=651)	DAFSC 2T171 (N=175)	DAFSC 2T191 (N=19)
VEHICLE OPERATIONS CLUSTER	84	62	27	0
SUPPLY AND EQUIPMENT SUPPORT IJ	1	4	2	0
LICENSING AND RECORDS IJ	2	2	1	0
FLEET MANAGEMENT IJ	1	1	0	0
REGISTERED EQUIPMENT MANAGEMENT (REM) IJ	*	4	10	0
TRAINING IJ	1	9	3	0
MANAGEMENT AND SUPERVISION CLUSTER	*	5	49	95
NOT GROUPED	11	13	8	5

* Indicates less than 1%



Career Ladder Progression

Percent Time Spent on Duties



DUTIES	DAFSC 2T131 (N=509)	DAFSC 2T151 (N=651)	DAFSC 2T171 (N=175)	DAFSC 2T191 (N=19)
A PERFORMING DISPATCH OPERATIONS ACTIVITIES	11	24	16	6
B PERFORMING DISPATCH SUPPORT ACTIVITIES	59	32	10	1
C PERFORMING BASE PICKUP AND DELIVERY ACTIVITIES	10	4	2	*
D PERFORMING OPERATOR RECORDS AND LICENSING ACTIVITIES	3	5	3	1
E PERFORMING SUPPLY AND EQUIPMENT SUPPORT ACTIVITIES	3	5	3	1
F PERFORMING UNIT VEHICLE CONTROL OFFICE ACTIVITIES	3	5	4	1
G PERFORMING FLEET MANAGEMENT ACTIVITIES	1	4	9	3
H PERFORMING FIELD OR EMERGENCY ACTION ACTIVITIES	4	2	1	*
I PERFORMING CONTRACT ADMINISTRATION ACTIVITIES	*	*	1	1
J PERFORMING GENERAL ADMINISTRATIVE AND TECHNICAL ORDER (TO) SYSTEM ACTIVITIES	*	1	4	7
K PERFORMING MOBILITY AND CONTINGENCY ACTIVITIES	2	3	5	8
L PERFORMING TRAINING ACTIVITIES	2	7	7	6
M PERFORMING MANAGEMENT AND SUPERVISORY ACTIVITIES	1	6	36	64

*Indicates less than 1%

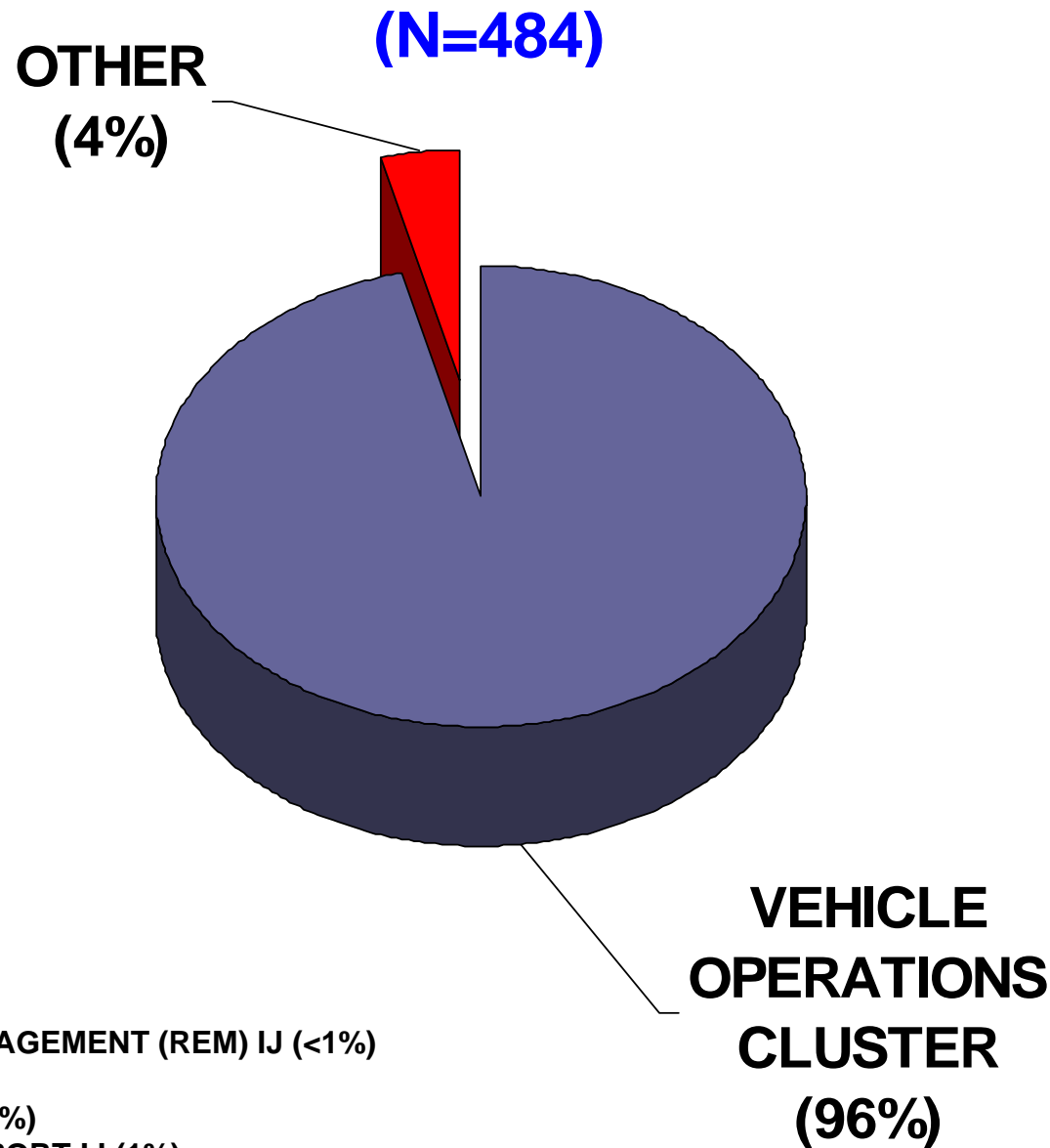
*Note: Columns may not add up to 100% due to rounding



First-Enlistment Clusters and Jobs



AETC

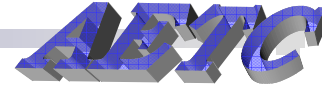


*Other includes:

- REGISTERED EQUIPMENT MANAGEMENT (REM) IJ (<1%)
- FLEET MANAGEMENT IJ (1%)
- LICENSING AND RECORDS IJ (1%)
- SUPPLY AND EQUIPMENT SUPPORT IJ (1%)
- TRAINING IJ (<1%)



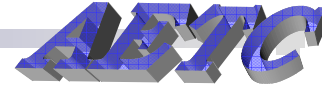
First-Enlistment Personnel Representative Tasks



TASKS	PERCENT MEMBERS PERFORMING (N=484)
Clean vehicle exteriors or interiors	83
Wax vehicles	81
Transport passengers, other than DVs	80
Refuel vehicles using vehicle identification link (VIL) keys	78
Deliver or pickup unit vehicles for maintenance	78
Perform vehicle before-, during-, or after-operation inspections	77
Service vehicles, such as fluids, lubrication, and tire pressure	75
Provide DV support	74
Operate vehicles on flightlines	70
Report arrival, pickup, and release times to dispatchers	70
Verify vehicle forms, such as accident, inspection, or waiver	70
Secure wheel chocks	70
Drain air tanks	68



First-Enlistment Personnel Vehicles and Systems



PERCENT
MEMBERS
PERFORMING
(N=484)

VEHICLES AND SYSTEMS

Vehicles

Buses, 29-45 Passenger Conventional	90
Forklifts, 10K	90
Buses, 10-28 Passenger Conventional	79
Forklifts, 6K	73

TRAILERS

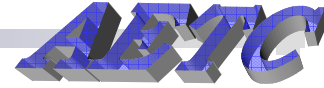
40' Flatbed Trailer	60
25' Flatbed Trailer	52
Van Trailer	43
32' Stake & Platform, like Kentucky	30

Systems

OLVIMS Dispatch Module	51
Standard Asset Tracking System (SATS)	19
AF Equipment Management System (AFEMS)	6



Specialty Training Standard (STS) Analysis



- STS is generally supported by survey data
- Some STS items may need proficiency code review
 - Four uncoded STS items matched to JI tasks performed by more than 20% of members
 - Four performance coded STS items out of 24 were not supported
- Eight technical tasks performed by 20% or more of members were not referenced to STS
 - These should be reviewed for possible inclusion in STS



Proficiency Codes Requiring Review



UNIT	STS ELEMENT	PROF CODE	PERCENT MEMBERS PERFORMING		TNG EMP*	TSK DIF**	ATI***
			1st ENL (N=484)	3- LVL (N=509)			
3.10.1	Computer Fundamentals (3.10 Use Computers)						
Task	A0049 Verify accuracy of OLVIMS data	1a	10	12	2.79	5.34	7
3.14	Ensure adequate inspection of vehicles released from the vehicle maintenance facility	--					
Tasks	B0062. Deliver or pickup unit vehicles for maintenance		78	75	3.79	2.67	8
	B0069. Inspect vehicles released from maintenance facilities		65	63	5.16	2.96	13
3.15	Promote Customer Service/Relations	1a					
Task	M0349 Receive, process, or investigate customer complaints		2	2	.95	5.19	2

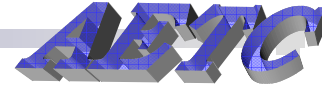
*Mean TE Rating is 2.60, Standard Deviation is 1.93 (HIGH TE= 4.53)

**Mean TD Rating is 5.00, Standard Deviation is 1.00 (HIGH TD= 6.00)

***ATI=Automated Training Indicator is a training decision value for resident training (18=high; 1=low)



Tasks not Referenced to STS



Examples

TASK	TNG EMP*	PERCENT MEMBERS PERFORMING		TSK DIF**	ATI***
		1ST ENL (N=484)	3- LVL (N=509)		
B0090 Secure wheel chocks	4.53	70	66	2.78	13
E0139 Maintain base vehicle washracks	4.32	32	33	4.35	15

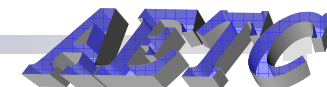
*Mean TE Rating is 2.60, Standard Deviation is 1.93 (HIGH TE= 4.53)

**Mean TD Rating is 5.00, Standard Deviation is 1.00 (HIGH TD= 6.00)

***ATI=Automated Training Indicator is a training decision value for resident training (18=high; 1=low)



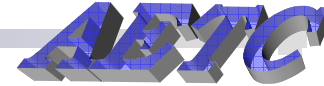
Job Satisfaction Indicators (Across Specialty Jobs)



	VEHICLE OPERATIONS CLUSTER (N=1,240)	Entry-Level Vehicle Operations Job (N=115)	Vehicle Operations Job (N=665)	NCOIC, Dispatch Support Job (N=118)
JOB INTERESTING	76	61	75	86
TALENTS WELL UTILIZED	69	50	68	84
TRAINING WELL UTILIZED	86	78	89	91
SENSE OF ACCOMPLISHMENT	53	40	52	72
PLAN TO REENLIST	66	54	63	80



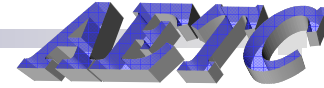
Job Satisfaction Indicators (Across Specialty Jobs) (Cont.)



	VEHICLE OPERATIONS CLUSTER (Cont.) (N=1,240)	Vehicle Control Job (N=10)	Pickup and Delivery Job (N=43)	Dispatch Operations Job (N=241)
JOB INTERESTING	76	80	72	77
TALENTS WELL UTILIZED	69	60	58	74
TRAINING WELL UTILIZED	86	70	65	87
SENSE OF ACCOMPLISHMENT	53	40	40	57
PLAN TO REENLIST	66	70	60	76



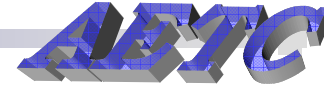
Job Satisfaction Indicators (Across Specialty Jobs) (Cont.)



	SUPPLY & EQUIPMENT IJ (N=36)	LICENSING & RECORDS IJ (N=26)	FLEET MGT IJ (N=11)	REM IJ (N=41)	TRAINING IJ (N=71)
JOB INTERESTING	61	58	91	98	85
TALENTS WELL UTILIZED	56	46	91	93	79
TRAINING WELL UTILIZED	78	58	91	88	90
SENSE OF ACCOMPLISHMENT	50	35	82	76	68
PLAN TO REENLIST	78	69	82	83	77



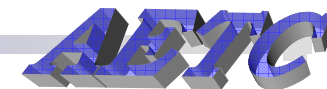
Job Satisfaction Indicators (Across Specialty Jobs) (Cont.)



	MANAGEMENT & SUPERVISION CLUSTER (N=141)	MANAGEMENT & SUPERVISION JOB (N=76)	NCOIC, VEHICLE OPERATIONS JOB (N=22)
JOB INTERESTING	88	92	82
TALENTS WELL UTILIZED	81	87	78
TRAINING WELL UTILIZED	83	87	78
SENSE OF ACCOMPLISHMENT	72	80	68
PLAN TO REENLIST	65	63	50



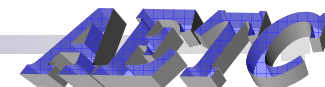
Job Satisfaction Indicators (Across AD, ANG, AFRC)



	AD (<u>N=1,354</u>)	ANG (<u>N=249</u>)	AFRC (<u>N=97</u>)
JOB INTERESTING	46	63	63
TALENTS WELL UTILIZED	69	79	74
TRAINING WELL UTILIZED	85	86	83
SENSE OF ACCOMPLISHMENT	53	68	55



Job Satisfaction Indicators (Current vs. Previous Study)



	1-48 MONTHS		49-96 MONTHS		97+ MONTHS	
	2004 (N=484)	1999 (N=533)	2004 (N=289)	1999 (N=409)	2004 (N=581)	1999 (N=452)
JOB INTERESTING	69	67	67	74	83	88
TALENTS WELL UTILIZED	62	53	62	59	78	83
TRAINING WELL UTILIZED	85	82	84	78	85	75
SENSE OF ACCOMPLISHMENT	44	41	43	51	64	71
PLAN TO REENLIST	52	50	68	61	77	70



Retention Dimensions

First-Term Airmen (N=484)



PLANNING TO REENLIST (N=250)	PERCENT RESPONDING	AVERAGE
Medical or dental care for AD member	73	2.65
Pay and allowances	67	2.49
Retirement benefits	64	2.65
Job security	63	2.65
Military-related education & training opportunities	60	2.53

PLANNING TO SEPARATE (N=230)

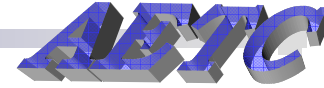
Military lifestyle	58	2.51
Pay and allowances	41	2.25
Work schedule	37	2.43
Location of present assignment	33	2.49
Civilian job opportunities	32	2.51

Scale: 1 = slight influence, 2 = moderate influence, 3 = strong influence



Retention Dimensions

Second-Term Airmen (N=289)

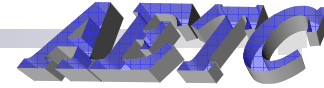


PLANNING TO REENLIST (N=197)	PERCENT RESPONDING	AVERAGE
Job security	71	2.61
Pay and allowances	70	2.51
Retirement benefits	67	2.67
Medical/dental care for AD member	61	2.67
Medical/dental care for family members	55	2.68
PLANNING TO SEPARATE (N=86)		
Military lifestyle	63	2.37
Pay and allowances	45	2.44
Number/duration of TDYs or deployments	42	2.78
Leadership at unit level	41	2.69
Esprit de corps/morale	40	2.56

Scale: 1 = slight influence, 2 = moderate influence, 3 = strong influence



Retention Dimensions Career Airmen (N=581)

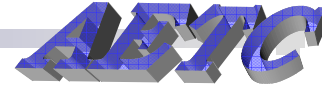


PLANNING TO REENLIST (N=450)	PERCENT RESPONDING	AVERAGE
Retirement benefits	74	2.71
Pay and allowances	61	2.45
Job security	59	2.60
Medical/dental care for family members	53	2.56
Medical/dental care for AD members	52	2.57
PLANNING TO SEPARATE (N=50)		
Number/duration of TDYs or deployments	48	2.58
Leadership at unit level	44	2.64
Military lifestyle	44	2.41
Pay and allowances	42	2.67
Esprit de corps/morale	42	2.52

Scale: 1 = slight influence, 2 = moderate influence, 3 = strong influence



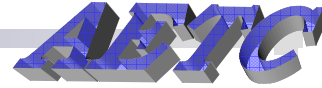
Summary of Results



- Homogeneous career field
- Career ladder progression typical
 - Technical at 3-skill level
- Career ladder documents supported by survey data
 - STS provided comprehensive coverage of work performed by career ladder
 - Review of some items warranted
- Job satisfaction indicators are generally positive
 - Higher ratings in all job satisfaction indicators for first-term airmen in current study when compared to previous study
 - Lower ratings for current study second-term and career airmen in “sense of accomplishment from job” when compared to previous study



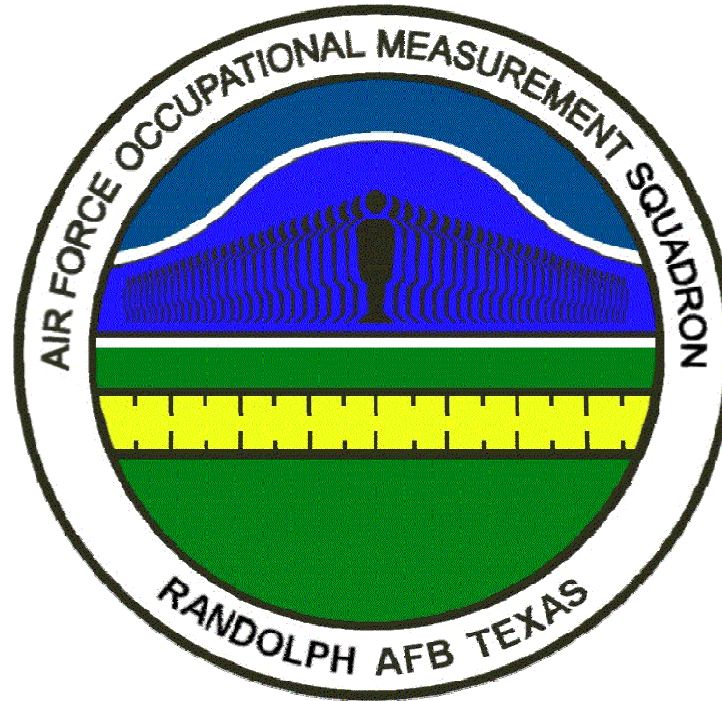
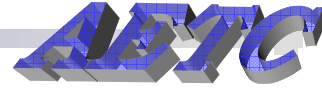
Way Ahead



- OSR Delivery Trip - scheduled for June 2004
- Utilization and Training Workshop (U&TW) – scheduled for Sept/Oct 04 at Fort Leonard Wood
- Next SKT rewrite (major) - scheduled for Aug 04



Questions?



Visit our web site at:

<https://www-r.omsq.af.mil/OA/oaproducts.htm>

E-Mail: adriana.rodriguez2@randolph.af.mil

Sustaining the Combat Capability of America's Air Force



Integrity - Service - Excellence